Medical Screening Guidelines

F. Potentially Excludable Conditions

(1) Introduction

The following medical standards shall be used in evaluating whether a candidate can, with or without reasonable accommodation, perform the essential functions of a police, State corrections or probation/parole officer and/or successfully complete the required basic training program. The existence of any one of the following conditions is only to be considered potentially excludable. Each law enforcement agency must consider the medical guideline to ensure that it is job-related and consistent with business necessity with respect to an entry-level law enforcement, corrections, or probation/parole officer position. The examining healthcare professional shall determine, based upon his or her medical judgment, whether the existence of such condition renders the candidate unable to perform the essential functions of an entry-level law enforcement position. The qualified healthcare professional's role shall be limited to determining the specific impairment(s), identifying its (their) level(s), and leaving the matter of reasonable accommodation and what constitutes it to the hiring authority, subject to any guidance from the council. Finally, the decision to honor or withdraw the conditional offer of employment is also the responsibility of the hiring authority. The council reserves the right to reject an applicant, however, when it appears that the hiring authority's decision was in error.

(2) Reasonable Accommodation

It shall be the affirmative responsibility of each agency to assess the type(s) of reasonable accommodation which may be necessary to allow the candidate to perform the essential functions of a law enforcement, corrections or probation/parole candidate, and to offer such necessary reasonable accommodations to a qualified candidate with a disability. Nothing herein shall be construed to require the provision of reasonable accommodation if doing so will impose an undue hardship on the employing agency or a direct threat to the safety of the applicant or others. The council reserves the right to deny admission to the basic training program or to certify if it believes the authority's decision was erroneous or unreasonable as a matter of law or fact, and considering that once certified, an officer may work in more than one agency and must be prepared to perform the functions of a sworn officer anywhere in the State.

New Hampshire Police/Corrections/Probation-Parole Officer Medical Screening Standards

(3) Examiner Instructions:

The following conditions, although explicitly related to one or more essential tasks, are not necessarily an exclusive list. If the examining healthcare professional identifies a condition not included below which he or she feels could adversely affect the ability of the candidate to perform any or all of the essential tasks of a law enforcement, corrections, or probation/parole officer, that condition should be noted.

Because many of the tasks below involve physical exertion and danger in their performance, we ask that the qualified healthcare professional, to the extent possible, assess, on an individualized basis, whether the candidate is able to perform the essential tasks of the job safely and whether his or her inability may pose a "direct threat to the health and safety of him/herself or others." As EEOC guidance suggests, "this assessment shall be based on a reasonable medical judgment that relies on the most current medical knowledge and/or the best available medical evidence." The examining healthcare professional should consider, in identifying a "direct threat," whether "performing particular functions of a job would result in a high probability of substantial harm" to the individual or others. This determination must be based on individualized, factual data rather than "stereotypical or patronizing assumptions." Generalized fears about risks cannot be used by a hiring authority to disqualify an individual with a disability.

Medical Screening Standards Potentially Disqualifying Conditions

(4) Specific Conditions

SECTION 1.0 - EYES AND VISION

1.1 VISUAL ACUITY

All candidates shall have binocular vision.

Corrected distance vision shall be at least 20/30 (Snellen) in the weaker eye and shall be for both eyes together.

Near Vision: All candidates shall have near vision of not worse than 20/40 corrected binocular.

Use of Glasses: Due to the empirical evidence that glasses may dislodge, break, fog, etc. during the performance of essential tasks, candidates who wear classes shall meet an uncorrected far acuity standard of not worse than 20/200 binocular. If the candidate uses glasses and passes the uncorrected acuity standard, it is expected that the employing agency shall ensure that the candidate uses athletic head straps to minimize the dangers attendant to losing one's glasses.

Use of Contact Lenses: If the candidate has successfully used soft contact lenses (SCLs) and the employing agency monitors the use of SCLs then the uncorrected standard shall be waived. This waiver shall extend to users of hard lenses if successful use has been documented by the applicant's eye-care practitioner and an eye examination at the expense of the applicant reveals freedom from recurrent infectious disease.

Examples of Essential Tasks Requiring Visual Acuity:

- 1) Low light searches;
- 2) Use of deadly force;
- 3) High-speed vehicle operation;
- 4) Physical struggle with a resisting person or persons;
- 5) Performing multiple tasks in inclement weather.

1.2 COLOR VISION

Where possible, the 24-plate edition of the Ishihara Test (1974 or subsequent equivalent edition) shall be used to determine that the candidate's color vision is no worse than mild color deficiency. The AOHRR test is acceptable as a substitute

and the candidate should have no worse than a mild color defect as indicated by the AOHRR test. Perception of color shall be deemed acceptable if the candidate correctly reads at least nine (9) or more of the first thirteen (13) plates of the 24 Plate Edition of the Isihara test. As described in the test manual, this test shall-be given under lighting conditions approximating a daylight illuminated room (indirect daylight), and not primarily using tungsten or fluorescent lamps. The MacBeth Easel Lamp or the True Daylight Illuminator (TDI), which meets the standards specified by the International Commission on Illumination, or equivalent may be used.

If the examining healthcare professional lacks the necessary equipment to perform the test and questions if the applicant's degree of color perception is acceptable, the applicant shall be deferred and told that they may request an examination by a properly equipped eye-care professional, at the applicant's expense.

If the candidate's color perception is deemed unacceptable through the use of said test, and s/he believes the results to be incorrect, then such individual shall be informed that s/he has recourse of additional testing and a facility identified where s/he may, at his/her own expense, take the Farnsworth-Munsell 100-Hue Test.

If the candidate takes and completes the Farnsworth-Munsell 100-Hue Test, the optometrist or ophthalmologist administering the test shall set forth in writing the results of said test, including the "total error score," the type, nature and degree of any apparent confusion axis, and, if available, the percentile rank of the total error score with reference to the normal population. The optometrist or ophthalmologist shall certify whether or not the candidate meets the required color perception standards.

If the candidate's near visual acuity is within normal limits (Jaeger 2 or Snellen Equivalent of 20/30), the color vision tests shall be performed without correction (glasses). Even a mild tint in glasses could distort viewing conditions for the color vision tasks and invalidate the test results.

If the candidate fails the initial test, s/he shall, upon request, be immediately retested at his or her own expense and the lower total error score used for the purposes of qualification. A total error score of not more than 1224 is deemed acceptable. The use of any lens by a candidate to meet the color perception standards is not acceptable.

Examples of Essential Tasks Requiring Color Vision:

- 1) Recognize colors of suspect's clothing:
- 2) Recognize colors of vehicles, license plates, traffic signs and symbols etc.;
- 3) Search crime scenes;
- 4) Use deadly force;
- 5) Recognize color of electrical wires, i.e. on bombs.

1.3 DEPTH PERCEPTION

Depth perception shall be sufficient to demonstrate the capacity to perform essential tasks, e.g. fire weapons for qualification or in combat situations.

Examples of Essential Tasks Requiring Depth Perception:

- 1) Operate vehicle at high speeds or in tight spaces;
- 2) Use deadly force, e.g. fire a weapon accurately;
- 3) Execute vehicle stop by cutting a vehicle out of traffic;
- 4) Engage in physical combat.

1.4 PERIPHERAL VISION

The presence of either monocularity or significant bilateral field defects in a police, corrections or probation/parole officer are likely to create a direct threat to self or others. Persons for whom the horizontal binocular field is restricted to less than 120 degrees on each eye; or, the total binocular is less than 180 degrees; or, total vertical field is less than 100 degrees; or, when large scotomas are present, shall be excluded.

Examples of Essential Tasks Requiring Peripheral Vision:

- 1) Encounter suspects approaching from far left or far right;
- 2) Encounter hostile crowd surrounding an officer;
- 3) Operate vehicle at high speed and observe activity/conditions to either side;
- 4) Execute self-defense maneuver;
- 5) Use deadly force:
- 6) Fire a weapon from behind a barricade.

1.5 NIGHT BLINDNESS

Any history of night blindness shall be evaluated to determine the candidate's ability to perform essential tasks at night or in low-light settings.

1.6 SURGICAL LASER VISUAL CORRECTION, E.G. RK, PRK, LASIK, etc.

If the candidate has undergone such a procedure, a Night Blindness Test (e.g. glare sensitivity) shall be conducted by a qualified eye care professional. The examining eye care professional shall also consider adverse side effects such as sensitivity to glare, reduced corneal strength, exposure to pepper spray, etc.

Examples of Essential Tasks Requiring Night Vision:

- 1) Use deadly force in low light;
- 2) Recognize suspects in low light circumstances;

- 3) Operate vehicle (at high speeds) in inclement weather at night for extended periods of time;
- 4) Conduct searches of grounds and buildings in low light or dark.

1.7 OTHER VISION DISORDERS

THE EXAMINING HEALTH CARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among these may be:

- (a) Cataracts
- (b) Chronic External Eye Disease
- (c) Chronic Inflammation e.g. choroiditis, optic neuritis, retinitis, uveitis, conjunctivitis, or keratitis
- (d) Diplopia
- (e) Eyelid Disorder
- (f) Glaucoma
- (g) Macular Degeneration
- (h) Retinal Detachment
- (i) Proliferative Retinopathy
- (j) Pasilledema
- (k) Strabismus
- (1) Nystagmus

The qualified healthcare professional should note any condition which may be adversely affected by any exposure to pepper sprays, or any condition which may adversely affect peripheral vision fields.

SECTION 2.0 - EARS AND HEARING

2.1 HEARING ACUITY

The candidate shall have unaided hearing in both ears sufficient to perform essential tasks without posing a direct threat to the candidate or others. An acceptable test is a whispered conversation at 15 feet or, preferably, using an audiometer, the candidate shall have no average loss of 25 or more decibels at the 500, 1000, 2000 and 3000 Hertz (Hz) levels in either ear with no single frequency loss in excess of 40.

If the candidate's pure tone screening test is deemed unacceptable, such candidate may, at his/her own expense, have an audiological examination administered by a state-licensed audiologist, including:

- (i) hearing sensitivity;
- (ii) speech discrimination in quiet; and

(iii) speech discrimination in noise.

This recourse testing shall be performed in a sound treated environment meeting the 1969 ANSI or any subsequent standard. The CID W-22 word lists shall be presented at 50 dB HL through a calibrated speech audiometer through a single speaker stationed at 0 degrees azimuth with the candidate seated at approximately 1 meter (39 inches) from the speaker. Speech (hearing) discrimination testing in a background of broadband noise shall be conducted in the same sound field environment. Using a different version of one of the CID W-22 word lists presented at 50 dB HL, a competing noise should be simultaneously presented at 40 dB HL (S/N ±10) through the same speaker (0 degrees azimuth) as the test words or through a separate speaker located at 180 degrees azimuth. The minimal acceptable standards of speech (hearing) discrimination shall be a score no poorer than 90% in quiet and 70% in noise on two of the pre-recorded versions of the CID W-22 word lists. An open-test response format shall be utilized, with the candidate responding in writing.

Hearing Aid Check: Acoustical (HAC-A): Candidates with hearing aids shall, at their own expense, provide evidence from a licensed audiologist, using functional gain or real ear measurements, that such aid(s) meet the stipulated manufacturer's standards and have automatic shutdown capabilities.

Examples of Essential Tasks Requiring Hearing Acuity:

- 1) Conduct searches in low light or dark;
- 2) Use deadly force;
- 3) Conduct high risk stops;
- 4) Work with loud sounds from multiple directions;
- 5) Operate emergency vehicles at high speeds;
- 6) Control crowds, domestic conflict, etc.;
- 7) Control traffic;
- 8) Differentiate among sounds from different directions;
- 9) Overhear conversations between persons under transport;
- 10) Discriminate between radio broadcasts on various frequencies.

2.2 OTITIS MEDIA, OTITIS EXTERNA, AND MASTIODITIS

If the candidate meets Hearing Acuity guidelines and the condition is resolved or improving under adequate medical care, then the condition is non-disqualifying.

2.3 ANY EAR DISORDER AFFECTING EQUILIBRIUM, E.G. MENIERE'S DISEASE OR SYNDROME

If the candidate has a history of persistent or recurrent vertigo, he or she shall receive further evaluation and may be disqualified.

2.4 OTHER HEARING DISORDERS

THE EXAMINING HEALTH CARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among these may be:

- (a) Abnormalities of the ear canal, e.g. stenosis;
- (b) Eustachian tube obstruction;
- (c) Perforated tympanic membrane.

SECTION 3.0 - NOSE, THROAT AND MOUTH

3.1 LOSS OF SENSE OF SMELL

If a history of loss of smell is present, the candidate shall be referred for further evaluation to determine whether he/she can perform essential tasks without posing a direct threat to him/herself or others.

The test shall consist of presenting the candidate blindfolded with a variety of odors similar to those which would be presented by explosives, solvents such as gasoline, and illegal substances such as marijuana (this can be simulated by using oregano) and asking him or her to identify the odors

3.2 APHONIA, SPEECH LOSS OR SPEECH DEFECTS

Effective verbal communication is one of the most essential tasks for law enforcement officers. Officers must be able to communicate verbally in situations ranging from one-on-one encounters with both calm and agitated individuals, to give instructions that can be heard over crowd noises, and using radio and telephone communications. This speech must be distinct and understandable to the average person, and the speech patterns or mannerisms should not detract from the ability to project a command presence during vehicle stops, home visits, crowd dispersal, rescue operations, domestic complaints, prisoner movements, and similar situations.

3.3 ABNORMALITIES OF THE NOSE, THROAT OR MOUTH

If the abnormality interferes with the candidate's breathing, or the proper fitting of a gas mask, then the condition may be excludable.

Examples of Relevant Essential Tasks:

- 1) Recognize intoxicated drivers;
- 2) Recognize hazardous materials or illegal substances;
- 3) Come into contact with toxic gases, liquids, etc.;
- 4) Search crime scenes;
- 5) Wear protective gear to prevent contact with riot gases, infectious diseases, etc.:
- 6) Present testimony;
- 7) Speak to project control and reduce chances of escalation.

3.4 OTHER NOSE, THROAT, OR MOUTH CONDITIONS

THE EXAMINING HEALTHCARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among these may be:

- (a) Nasal Obstruction;
- (b) Sinusitis;
- (c) Larangeal Disorder;
- (d) Tracheal Disorders.

SECTION 4.0 - PERIPHERAL VASCULAR SYSTEM

4.1 HYPERTENSION

Resting Blood Pressure shall be less than, or equal to, 145 mmHg systolic and 90 mmHg diastolic, on three successive readings. (If the candidate has controlled hypertension not exceeding the above standard and is on medication with side effect profiles which do not interfere with performance of duty, then the condition may not be excludable.)

Candidate shall have a functional and therapeutic cardiac classification no worse than American Heart Association Class 1A, i.e. <u>Functional Capacity I</u>: Patients with cardiac disease and no limitation of physical activity. Ordinary physical activity does not cause discomfort. Patients in this class do not have symptoms of cardiac insufficiency, nor do they experience anginal pain. <u>Therapeutic Classification A</u>: Patients with cardiac disease whose physical activity need not be restricted.

4.2 PERIPHERAL VASCULAR ABNORMALITY

Any condition which is severe and/or symptomatic shall be excludable, e.g. vascular insufficiency or its sequella, thrombophlebitis, Reynaud's disease.

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, climb, pull, carry, walk a beat, ride a bicycle, change a tire, etc.;
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, long hours of work, etc.;
- 3) Exposure to numerous environmental circumstances, e.g. cold, heat, etc.

4.3 OTHER PERIPHERAL VASCULAR ABNORMALITY

THE EXAMINING HEALTHCARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB. ANY CONDITION WHICH REQUIRES CHRONIC USE OF ANTI-COAGULANTS IS DISQUALIFYING AND SHALL BE NOTED.

Among these may be:

- (a) Peripheral vascular disease arterial;
- (b) Peripheral vascular disease venous;
- (c) Carotid artery disease;
- (d) Aortic Aneurysm (thoracic or abdominal).

SECTION 5.0 - HEART AND CARDIOVASCULAR SYSTEM

If the candidate's functional work capacity is unimpaired, and there is no evidence of a direct threat to his/her health or safety or that of others, the condition is non-excludable. Nevertheless, a prior history of any of the following requires further evaluation:

5.1 CONGENITAL HEART DISEASE

Condition requires further evaluation to determine if it will affect the ability to perform extended, strenuous physical tasks.

5.2 VALVULAR HEART DISEASE

Condition requires further evaluation to determine if it will affect the ability to perform extended, strenuous physical tasks.

5.3 CORONARY ARTERY DISEASE

Condition requires further evaluation to determine whether the candidate is free of coronary vascular disease.

5.4 ECG (IF GIVEN) ABNORMALITIES (if associated with organic heart disease)

Including, but not limited to:

- a) WPW Syndrome;
- b) Degree AV Block;
- c) Mobitz Type II AV Block;
- d) Sinoatrial Block or Sick Sinus Syndrome;
- e) Ventricular Extrasystoles (Frequent 20/Minute with Exercise, 10/Minute without Exercise);
- f) Ventribular Tachycardia;
- g) Atrial Fibrillation or Flutter;
- h) Episodic Supraventricular Tachycardia or Consistent Supraventricular Tachycardia at Rest or Persistent After Exercise Even if Asymtomatic.

An ECG is strongly recommended for any candidate over the age of 40 years.

5.5 CONGESTIVE HEART FAILURE

Condition requires careful evaluation to determine that it no longer exists and the candidate can fully participate in strenuous physical activity.

5.6 CARDIOMYOPATHY, to include Hypertrophic Heart Disease

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, walk a beat, ride a bicycle, change a tire, carry, etc.;
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.;
- 3) Exposure to numerous environmental circumstances, e.g. cold, heat, etc.

5.7 OTHER HEART AND CARDIOVASCULAR CONDITIONS

THE EXAMINING HEALTH CARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

SECTION 6.0 - RESPIRATORY SYSTEM

THE RESPIRATORY SYSTEM MUST BE FREE OF CHRONICALLY DISABLING CONDITIONS THAT WOULD INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS.

- 6.1 ANY ACUTE OR CHRONIC PULMONARY INFECTION
- 6.2 CHRONIC OBSTRUCTIVE PULMONARY DISEASE sufficient to adversely affect the candidate's ability to perform essential tasks
- 6.3 RESTRICTIVE LUNG DISEASE sufficient to adversely affect the candidate's ability to perform essential tasks
- 6.4 PNEUMONECTOMY sufficient to adversely affect the candidate's ability to perform essential tasks

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, walk a beat, ride a bicycle, change a tire, carry, etc.;
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.;
- 3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, etc.

6.5 OTHER RESPIRATORY SYSTEM CONDITIONS

THE EXAMINING HEALTH CARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among these may be:

- (a) Hilar Mass;
- (b) Solitary Nodules;
- (c) Asbestosis;
- (d) Asthma;
- (e) Cystic Lung Disease; and
- (f) Pneumothorax.

SECTION 7.0 - GASTROINTESTINAL SYSTEM

The candidate shall be disqualified and/or referred for further evaluation in cases of:

7.1 COLITIS

Including by not limited to Crohn's Disease, Ulcerative Colitis, Irritable Bowel Syndrome (symptomatic or needing medication), or Bacterial Colitis. (If the candidate's condition is controlled and is on medication with side effect profiles which do not interfere with performance of essential tasks, then the condition is not excludable.)

7.2 ESOPHAGEAL DISORDERS

Including, but not limited to, Esophageal Stricture, Lower Esophageal Ring, and Esophageal Spasm.

(If the candidate's condition is controlled, then the condition is non-disqualifying.)

- 7.3 PANCREATITIS (chronic)
- 7.4 GALL BLADDER DISORDERS (recurrent billiary colic or colecystitis)
- 7.5 ACTIVE PEPTIC ULCER DISEASE
- 7.6 SYMPTOMATIC HERNIAS (inguinal, umbilical, ventral, femoral, or incisional)
- 7.7 MALIGNANT DISEASE OF THE GASTROINTESTINAL SYSTEM (liver, gall bladder, pancreas, esophægus, stomach, small or large bowel, rectum or anus) [Unless in Remission].
- 7.8 GASTROINTESTINAL BLEEDING
- 7.9 ACUTE OR CHRONIC INFECTIOUS HEPATITIS
- 7.10 CIRRHOSIS OF THE LIVER
- 7.11 MOTILITY DISORDERS e.g. scleroderma

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, etc.

7.12 OTHER GASTROINTESTINAL SYSTEM CONDITIONS

THE EXAMINING HEALTHCARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among these may be:

- (a) Gastric Ulcer;
- (b) Hepatitis;
- (c) Liver disease;
- (d) Diverticulitis;
- (e) Fistula;
- (f) Hemorrhoids;
- (g) Colitis;
- (h) Irritable Bowel Syndrome;
- (i) Pilonoidal Cyst.

SECTION 8.0 - GENITOURINARY SYSTEM

8.1 PREGNANCY

Pregnancy shall always require deferment of academy enrollment, due to potential exposure to heavy metals on the firing range, pepper gas, violent defensive tactics maneuvers, etc..

8.2 NEPHRECTOMY

(If a candidate possesses this condition with normal renal functioning, then the condition is non-disqualifying.)

8.3 NEPHRITIC SYNDROME

8.4 HISTORY OF RENAL COLIC

- 8.5 RENAL TRANSPLANT (necessity of protecting vulnerable organ shall require careful evaluation)
- 8.6 RENAL FAILURE
- 8.7 HYDROCELE AND VARICOCELE (symptomatic)
- 8.8 MALINGNANT DISEASE OF THE GENITOURINARY SYSTEM (bladder, kidney, ureter, cervix, ovaries, prostate, etc.) [Unless in Remission].

8.9 GENITOURINARY TRACT INFECTIONS AND INFLAMMITORY DIS-EASES

8.10 POLYCYCSTIC KIDNEY DISEASE

8.11 ENDOMETRIOSIS

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, walk a beat, ride a bicycle, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Ensure exposure to numerous environmental circumstances, e.g. cold, heat, etc.
- 4) Work without relief and around the clock.

8.12 OTHER GENITOURINARY SYSTEM CONDITIONS

THE EXAMINING HEALTH CARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among these may be:

- (a) Dysmenorrhea;
- (b) Lower Urinary Tract Disorder
- (c) Male Genital Disorders
- (d) Menometrorrhagia
- (e) Pelvic Inflammatory Disease
- (f) Symptomatic Benign Prostatic Hypertrophy

(g) Uterine Fibroids

SECTION 9.0 - ENDOCRINE AND METABOLIC SYSTEMS

9.1 UNCONTROLLED THYROID DISEASE

9.2 DIABETES MELLITUS

Excludability shall require a case-by-case assessment as to the control of diabetes and presence and severity of symptoms and complications. Disqualifiers may include recurrent episodes of hypoglycemia, ketoacidosis, or any other diabetes-related complications.

9.3 INSULIN DEPENDENCE

Requires a specific medical waiver from a qualified physician as approved by the employer and council, to indicate no limitations on the candidate's physical activities, minimal to no danger of diabetic reaction, etc.

9.4 ADRENAL DYSFUNCTION

Including, but not limited to, Addison's Disease and Cushing's Disease.

9.5 INSULIN REACTIONS

9.6 PITUITARY DYSFUNCTION

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, etc.
- 4) Work without relief and around the clock.

9.7 OTHER ENDOCRINE AND METABOLIC SYSTEM CONDITIONS

THE EXAMINING HEALTHCARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH

MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among These May Be:

- (a) Adrenal Gland Hyperactivity;
- (b) Euthyroid Goiter;
- (c) Gout;
- (d) Hyperparathyroidism;
- (e) Hypocortislism;
- (f) Myxedema

SECTION 10.0 - MUSCULOSKELETAL SYSTEM

- 10.1 DISORDERS THAT LIMIT MOTOR PERFORMANCE
- 10.2 CERVICAL SPINE OR LUMBOSACRAL FUSION
- 10.3 DEGENERATIVE CERVICAL OR LUMBAR DISC DISEASE (if symptomatic)
- 10.4 EXTREMITY AMPUTATION (condition is excludable only if it hinders performance of essential tasks, either in training or on-the-job)
- 10.5 OSTEOMYELITIS
- 10.6 MUSCULAR DYSTROPHY
- 10.7 LOSS IN MOTOR ABILITY FROM TENDON OR NERVE IN-JURY/SURGERY
- 10.8 ARTHRITIS (if candidate possesses this condition with no functional impairment, then the condition is non-excludable)
- 10.9 SYMPTOMATIC HERNIATED DISC
- 10.10 SPINAL DEVIATIONS

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, jump, crawl, pull, climb, walk a beat, ride a bicycle, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Ensure exposure to numerous environmental circumstances, e.g. cold, heat, etc.
- 4) Work without relief and around the clock.
- 5) Withstand periods of fatigue.

10.11 OTHER MUSCULOSKELETAL SYSTEM CONDITIONS

THE EXAMINING HEALTH CARE PROFESSIONAL IS TO NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among These May Be:

- (a) Osteoarthritis
- (b) Rheumatoid Arthritis
- (c) Collagen Vascular Disease
- (d) Disc/Disease/Syndrome;
- (e) Fractures Inter-Articular
- (f) Fractures Malunited
- (g) Fractures Non-union
- (h) Joint Conditions, probability of dislocation, limited range of movement, etc.:
 - i. Shoulder
 - ii. Elbow
 - iii. Wrist
 - iv. Hand and Finger
 - v. Hip
 - vi. Knee
 - vii. Ankle
 - viii. Foot
- (i) Spinal Abnormalities
 - i. High Lumbosacral Angle
 - ii. Hyperlordosis
 - iii. Schmorl's Nodes
 - iv. Spondylosis
- (j) Cervical Fractures

SECTION 11.0 - HEMATOPOIETIC AND LYMPHATIC SYSTEMS

11.1 ANY HEMATOPOIETIC DISORDERS (including bleeding, hemolytic, thrombotic, malignant or other disease states)

If the examining health care professional does not waive disease and therapy or therapy side effects, candidate shall be excluded.

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, etc.
- 4) Work without relief and around the clock.
- 5) Stand and/or walk for long periods of time, ride a bicycle for an entire shift.
- 6) Withstand periods of fatigue.

11.2 OTHER HEMATOPOIETIC AND LYMPHATIC SYSTEM CONDITIONS

THE EXAMINING HEALTH CARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILE(S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

SECTION 12.0 - NERVOUS SYSTEM

12.1 SEIZURE DISORDER (all types) OR TOURETTE'S SYNDROME

Requires case-by-case review and waiver by a qualified physician approved by the hiring authority and council

12.2 MOVEMENT DISORDERS, e.g. Parkinson's Disease, Tremors, etc.

12.3 CEREBRAL ANEURYSMS

Requires case-by-case review and waiver by a qualified physician approved by the hiring authority and council

12.4 SYNCOPE

12.5 PROGRESSIVE NEUROLOGICAL DISEASES

12.6 PERIPHERAL NERVE DISORDER

12.7 NARCOLEPSY

Requires case-by-case review and waiver by qualified physician approved by the hiring authority and council

12.8 CEREBRAL VASCULAR ACCIDENT (STROKE)

12.9 CENTRAL NERVOUS SYSTEM INFECTIONS

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Ensure exposure to numerous environmental circumstances, e.g. heat, cold, etc.
- 4) Work without relief and around the clock.
- 5) Stand and/or walk for long periods of time, ride a bicycle for an entire shift.
- 6) Withstand periods of fatigue.

12.10 OTHER NERVOUS SYSTEM CONDITIONS

THE EXAMINING HEALTHCARE PROFESSIONAL SHALL NOTE ANY ADDITIONAL CONDITION(S) OR MEDICATION PROFILES WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ALL OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among These May Be:

- (a) Cerebral and Nerve Disorders
 - i. Arterio Venus Malformation
 - ii. Brain Tumor, History of
 - iii. Cerebral Aneurysm (Post-Treated)
 - iv. Cerebrovascular Disease (Stroke)

i.

- v. Craniocerebral Trauma, (Residuals of)
- vi. Migraine and Other Episodic Headaches
- vii. Reflex Sympathetic Dystrophy or Causalgia
- viii. Reversible Transient Ischemic Attack (TIA)
 - ix. Impaired Balance
- (b) Congenital and Developmental Neurological Disease Cerebral Palsy
 - ii. Congenital CNS Malformations
 - iii. Residuals of Birth Trauma or Hypozia
 - iv. Mental Retardation
- (c) Spinal Closure Defects
 - i. Spina Bifida
 - ii. Meningomyelocele
- (d) Degenerative Diseases
 - i. Alzheimer's and Other Degenerative Dementia Diseases
- (e) Degenerative Spinal Cord Disease
 - i. Friedreich's Ataxia
 - ii. Primary Laterial Sclerosis
 - iii. Spastic Paraplegia
 - iv. Spinocerebellar Degeneration
 - v. Syringomyelia
- (f) Demyelingating Disease (e.g. Multiple Sclerosis)
- (g) Huntington's Disease
- (h) Motor Neuron Disease
 - i. Amyotrophic Lateral Sclerosis or Lou Gehrig's Disease
 - ii. Bulbar Palsy
 - iii. Spinal Muscular Atrophy
- (i) Normal Pressure Hydrocephalus
- (i) Muscle Disease
 - i. Myasthenia Gravis
 - ii. Myopathy
 - iii. Myositis
- (k) Neuropathies
 - i. Cranial Neuropathy, e.g. Tic Douloreux or Trigeminal Neuralgia
 - ii. Mononeuropathy
 - 1. Deltoid Palsy
 - 2. Femoral Nerve
 - 3. Median Nerve (Carpal Tunnel Syndrome)
 - 4. Meralgia Paraesthetica
 - 5. Peroneal Nerve (Foot Drop)
 - 6. Posterior Tibial Nerve (Tarsal Tunnel)
 - 7. Radial Nerve
 - 8. Sciatic Nerve
 - 9. Ulnar Nerve
 - iii. Peripheral Neuropathy
 - 1. Alcoholic Neuropathy
 - 2. Diabetic Neuropathy
 - 3. Nutritional Neuropathy
 - iv. Plexopathy

- 1. Brachial Plexus
- 2. Lumbo-Sacral Plexus

SECTION 13.0 - CONTAGIOUS INFECTIOUS DISEASES (CID)

ANY CID WHICH IN THE OPINION OF THE EXAMINING HEALTHCARE PROFESSIONAL MAY POSE A DIRECT THREAT TO THE HEALTH AND SAFETY OF THE PERSON AND/OR OTHERS SHALL REQUIRE A CASE-BY-CASE EVALUATION.

13.1 BODY FLUID TRANSMISSIBLE INFECTIONS

13.2 ACTIVE PULMONARY TUBERCULOSIS

Examples of Essential Tasks Requiring Freedom from Contagious Diseases:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, etc.
- 4) Work without relief and around the clock, ride a bicycle for an entire shift.
- 5) Stand and/or walk for long periods of time.
- 6) Withstand periods of fatigue.

SECTION 14.0 - MALIGNANT DISEASES

ANY MALIGNANT DISEASES NOT IN REMISSION SHALL REQUIRE A CASE-BY-CASE EVALUATION.

Examples of Essential Tasks Requiring Freedom from Malignant Diseases:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, etc.
- 4) Work without relief and around the clock.
- 5) Stand and/or walk for long periods of time, ride a bicycle for an entire shift.

6) Withstand periods of fatigue.

SECTION 15.0 - <u>DERMATOLOGICAL CONDITIONS OR DISFIGUREMENT</u>

ANY DERMATOLOGICAL CONDITIONS WHICH IN THE OPINION OF THE EXAMINING HEALTHCARE PROFESSIONAL MAY HINDER A CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS SHALL REQUIRE A CASE-BY-CASE EVALUATION.

Examples of Essential Tasks Requiring Freedom from Dermatological Conditions:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, etc.
- 4) Work without relief and around the clock.
- 5) Stand and/or walk for long periods of time.
- 6) Withstand periods of fatigue.
- 7) Ability to present a personal appearance consistent with membership in a paramilitary organization with appropriate command presence.

SECTION 16.0 - <u>ALLERGIC CONDITIONS AND THEIR MANI-</u> <u>FESTATIONS</u>

ANY ALLERGIC CONDITIONS WHICH IN THE OPINION OF THE EXAMINING HEALTHCARE PROFESSIONAL MAY HINDER A CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS SHALL REQUIRE A CASE-BY-CASE EVALUATION.

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, climb, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, etc.
- 4) Work without relief and around the clock.
- 5) Stand and/or walk for long periods of time, ride a bicycle for an entire shift.
- 6) Withstand periods of fatigue.

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SECTION 17.0 - OTHER SYSTEMIC DISEASES

ANY <u>OTHER DISEASES</u> WHICH IN THE OPINION OF THE EXAMINING HEALTH CARE PROFESSIONAL MAY HINDER A CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS SHALL REQUIRE A CASE-BY-CASE EVALUATION.

Examples of Relevant Essential Tasks:

- 1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
- 2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
- 3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, etc.
- 4) Work without relief and around the clock.
- 5) Stand and/or walk for long periods of time.
- 6) Withstand periods of fatigue.